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7 AUG 1981

NFAC 5/23-81

MEMORANDUM FOR: Director of Personnel

VIA: Director, National Foreign Assessment Center  
Deputy Director for Science and Technology  
Inspector General

FROM: Harry E. Fitzwater  
Deputy Director for Administration

SUBJECT: Agency Psychologists and Psychological Programs

1. The DDCI has directed that I arrange for an Agency-wide survey of our psychological activities. In order to obtain a disinterested, current cross-directorate examination of these activities, I propose that we employ Dr. Richard L. Chapman, Vice President and Director of Research, National Academy of Public Administration, and Dr. James A. Bayton, Professor of Psychology, Howard University. Dr. Chapman, an expert in public administration, is knowledgeable concerning the Agency's organizational structure and functions while Dr. Bayton has excellent credentials in the field of psychology. It is requested that contracts be initiated on them so they may undertake this study as soon as possible.

2. Dr. Chapman and Dr. Bayton will be specifically tasked with conducting a study of all of the Agency's psychological efforts, including agent and employee screening, testing programs, stress considerations in family life abroad and in crisis environments, etc. The overall aim of their study will be to examine the current organizational structure to evaluate how effectively and efficiently it meets the Agency's needs in the psychological field. Where appropriate, Dr. Chapman and Dr. Bayton will be expected to make recommendations for changes which, in their opinion, will result in an increase in efficiency or effectiveness.

3. During the course of their efforts they will be expected to investigate psychological activities performed in the Directorate of Science and Technology (Office of Research and Development and Office of Technical Service); the National Foreign Assessment Center (Office of Political Analysis and Office of Scientific and Weapons Research); and the Directorate of Administration (Office of Medical Services).

4. It is planned that they will conclude their study within an 8-week period and provide the results of their findings in a written report with appropriate recommendations and options for improved management and applications. Since a final report on this matter is to be submitted to the DDCI by

31 October 1981, their deadline will be set for the first week in October. They will each receive about \$263 per day for their work and be reimbursed for expenses. Estimated total cost of the study will be approximately \$11,260.

5. Since each of these individuals resides in the immediate area, their processing and clearances should be completed in a relatively brief time frame. Biographic data on Dr. Chapman and Dr. Bayton are forwarded herewith as well as the Scope and Task of their effort and an outline of their study approach to the subject. If any additional information is needed, please contact [redacted]

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[redacted]

Attachments

CONCUR:

STAT

[redacted]  
Inspector General

8/10/81  
Date

STAT

[redacted]  
Deputy Director for Science and Technology

14 August 1981  
Date

STAT

[redacted]  
Director, National Foreign Assessment Center

8/14/81  
Date

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